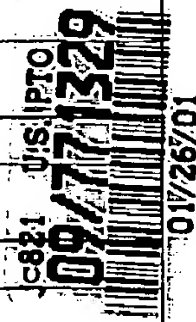


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OTHER DOCUMENTS (including Author, Title, Date, Pertinent Pages, etc.)		
Ref. Desig.	Examiner's Initials	
1.	JBA	Sales literature by Valour Inc., "Weekly Pulse" survey, Copyright: Theresa M. Welbourne, Ph.D., 1998, 4 pages
2.		Sales literature "Annual Survey VS. Valour Pulse", Copyright: Valour 1998, 2 pages
3.		Employee Assistance Program Management Letter by American Business Publishing, "Innovative Program To Measure "Corporate Vital Signs" Can Identify Trouble Spots for EAPs", Vol. XII, No. 7, September, 1998, 2 pages
4.		Human Resource Management News by Remy Publishing Company, "EMPLOYEE ATTITUDES: Checking "Vital Signs"", February 23, 1998, 1 page
5.		Sales literature, "How Much is Your Company Wasting on Its Employee Survey?", by Theresa M. Welbourne, Ph.D, 8 pages
6.		By permission of Entrepreneur Magazine, "Vital Signs - Have you taken your business pulse lately?", by Heather Page, July, 1998, 1 page
7.		Computerworld, "Technology Keeps Tabs on Stress" by Tim Ouellette, April 20, 1998, Vol. 32, Number 16, 1 page
8.		Journal of Strategic Performance Measurement, "Improving Technology-Based Change Processes: A Case Study on Indus International" by Theresa M. Welbourne and Robert W. Felton, April/May 1998, pages 22-25
9.	JBA	Reprinted from The Wall Street Journal by Dow Jones Journal Reprints, "The Front Lines" (Bob Felton Hates Bureaucracy, Loves A Staff That Talks) by Thomas Petzinger Jr., January 10, 1997, 1 page

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